

# Lorenz Nienow

lorenz.nienow@yahoo.com | 772.955.6938 | Framingham, Djibouti | [https://linkedin.com/in/Lorenz\\_Nienow](https://linkedin.com/in/Lorenz_Nienow)

## PROFILE

---

HR Manager with a track record building high-impact solutions and improving guest satisfaction.

## EXPERIENCE

---

### Talent Acquisition Manager — Baumbach Inc (2025-04-24 - 2025-12-11)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 186 roles across EMEA/US, reducing time-to-hire by 23%.

### HR Business Partner — Prosacco and Sons (2018-04-21 - 2019-12-29)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Led recruitment for 67 roles across EMEA/US, reducing time-to-hire by 34%.

## SKILLS

---

### Talent

Recruitment • Onboarding • Sourcing

### Operations

Payroll Coordination • HRIS (Workday/BambooHR) • Benefits Administration

### People Practices

Employee Relations

### Compliance

Diversity & Inclusion • Employment Law • GDPR • Workplace Investigations

## EDUCATION

---

MSc Human Resource Management, Beahan LLC Institute (2012)

## CERTIFICATIONS

---

- CIPD Level 5/7
- PHR